



Hello Madam President Glenda and to the Amazing Auxiliary Members of California

When I sat down with Madam Department President Glenda regarding this chairmanship, she felt it was something that we need to reestablish within the department. Yes, we have the Task force and trust me when I say they are still in place and very strong within the department. I have consulted with them on numerous occasions to get advice and how to help our units/districts.

We have had some very difficult situations and some that just needed a different perspective. When working with the districts and units we always try to come up with a game plan on how to handle those tough situations. Some of the things that we have been working on:

- Taxes
- Audit/Budgets
- Slate of Officers
- Meeting times and Location
- Mentoring our up-and-coming Presidents and members with proper protocol.
- Conflict resolution

When I talk about conflict resolution, we must understand that not everyone will see or do things the way that we want them to be done but if the result betters our organization, then it will be a win-win for everyone. We have personality conflict within the units and district, but this does not mean that we can threaten them, bully them, or try to intimidate them to make them go away. That is just not who we are as an organization. If a situation comes up because of your actions please understand that we are not trying to attack you, we just want to understand, and our hope is that it will be a lesson learned and not happen again.

We know that there are two sides to every situation, and we listen to both sides. We might not always agree but if we can come up with a happy medium it will only better the units/districts along with the membership.

Every time I think that I have heard it all, I get another situation so thank you for keeping me on my toes.

We know that things can be overwhelming no matter what position you have within this organization. We can not let it get the better of us, we have all been that new member, we have all been that new president, we have been that new chairmen but what needs to be done is to mentor each other and guide each other. Taking time to explain and just having a conversation is the key to our success. Let me tell you about a something that happened to me, it was about 9 years ago I was the National Security Chairman, and it was time for me to get up and do my stage remarks. I was so nervous I thought I was going to pee myself. I Bombed it was a disaster but after I had several conversations with Antia Biggs, Linda Workman and Melaine Taylor and I took a public speaking class (not sure it worked) but I had to listen and learn to become a better Chairman.

I hope that everyone has been reading my bulletin on the department website. I know some of you have because I did receive those calls asking was that about me. First, I want to be very clear I truly believe that confidentiality is the Ut most importance and if we have worked on a situation, you will know that I never said who has brought situations to the attention of the department but let's be honest most people figure it out. I believe if it has happened to another unit/district or even to other members of the auxiliary it can be a

learning lesson for all of us. If something is bothering you, please reach out and talk about it but let's not get into the he said, she said. That is how rumors start and they can be very damaging to our organization.

I know that part of this chairman ship is development of new units and I have to say a big Thankyou to Liz because she has been helping or should I say she has been doing the work of trying to get those new units. I'm hoping that in the near future I can be a bigger part of that part of this chairmanship but unfortunately right now the focus is keeping the units alive and on track.

Now it is time to give out the Thankyou's for those who have been such a vital part of helping this chairman so far. Anita Biggs, Melanie Taylor, Linda Workman, Joan Cannon, Kathie Martinez, Bonnie Christner and Deann Graham thank you for your wisdom and the hours and hours of phone conversation without you I would be lost.

A big thankyou to those district presidents, unit presidents and members that have also reached out to make us a better organization.

I would also like to thank Linda Fercho my driving partner, but I really want to take a moment and thank Madam Department president Glenda for her time, advise, wisdom, letting me vent and her words of encouragement she has made such a positive difference not only to me but with everyone around her.

Please remember there is no mountain high enough, no situation that we cannot overcome because there is nothing stronger than our auxiliary sister hood.

Once Again please remember we are all here for the same purpose to serve our Veterans, this is why we joined such an amazing organization.

If you have any questions or concerns, I'm only an email or phone call away.



Be Kind and Let's have a great year. **United As One.**

Tracy Varnell Fercho
Unit Development & Revitalization Chairman